

Pleasantville CSD Pleasantville EA

8/19/2004 8/18/2007

Agreement

PLEASANTVILLE COMMUNITY
SCHOOL DISTRICT

And

PLEASANTVILLE EDUCATION
ASSOCIATION

2004-2007

TABLE OF CONTENTS

ARTICLE	PAGE
Preamble	1
I. Recognition	2
II. Dues Deduction	3
III. Grievance Procedure	4-5
IV. Insurance	6
V. Sick Leave	7
VI. Temporary Leaves of Absence	8
VII. Wages and Salaries	9-10-11
VIII. Evaluation Procedures	12
IX. Reduction in Staff	13-14
X. Transfers	15
XI. Separability and Duration	16
Salary Schedule	
Extra-Curricular Activities Schedule	
Extra-Curricular Activities Index	17
Grievance Form	18-19

PREAMBLE

The Board of Directors of the Pleasantville Community School District, hereinafter referred to as the "Board," and the Pleasantville Education Association, hereinafter referred to as the "Association," have reached certain understandings which they desire to confirm in this Agreement. It is agreed as follows:

ARTICLE I
RECOGNITION

The Board hereby recognizes the Pleasantville Education Association as the certified, exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument (Case No. 475) issued by the PERB on the 4th day of November, 1975.

Included:

- A. All fulltime college degreed instructors certified by the Iowa Department of Education and performing all duties as a fulltime certified teacher.
- B. Fulltime college degreed librarians certified by the Iowa Department of Education and performing duties as a school librarian.
- C. Fulltime college degreed guidance counselors approved by the Iowa Department of Education and performing duties as a school guidance counselor.
- D. Fulltime and regular part-time college degreed nurses employed on a yearly basis and performing the duties of a school nurse.
- E. Regular part-time college degreed personnel certified by the Iowa Department of Education employed on a yearly basis and performing all duties as a certified teacher, librarian or guidance counselor.

Excluded:

- F. Superintendent, principals, and all other school employees not named in the above statements as specified in Section 4 of the Public Employment Relations Act.

ARTICLE II
DUES DEDUCTION

- A. Authorization. Any employee who is a member of the Association may sign and deliver to the Board secretary an assignment authorizing payroll deductions of regular Association dues. Authorizations must be received by the Board Secretary by September 9 of each school year. Deductions shall continue until an employee terminates such authorization by giving the Board Secretary thirty (30) days written notice.
- B. Hold Harmless. The Association agrees to indemnify and hold the Board, its agents and representatives, harmless against any and all claims, suits, orders, and judgments brought or issued against the Board as a result of any actions taken or not taken by the Board under the provisions of this Article.

ARTICLE III
GRIEVANCE PROCEDURE

- A. Definition. A grievance shall mean an allegation that there has been a violation, misinterpretation, or misapplication of any of the provisions of this agreement.
- B. Coverage. Every employee covered by this Agreement shall have the right to present grievances in accordance with these procedures.

If a grievance affects two employees or more or if an employee requests, the Association may process the grievance.

- C. Timelines. The number of days indicated at each level shall be considered as a maximum and every effort shall be made to expedite the process. The failure of an employee or the Association to act on any grievance within the prescribed time limits shall constitute a waiver of the alleged grievance and will act as a bar to further appeal of that alleged grievance. An administrator's failure to give a decision within the prescribed time limits shall permit the grievant to proceed to the next step. The time limits may be extended by mutual written agreement.
- D. Noninterference. It is agreed that any investigation or other handling or processing of any grievance shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities.
- E. Steps.

1. First Step.

An attempt shall be made to resolve any grievance in informal verbal discussion between complainant and his or her principal within ten (10) school days of the date of occurrence of the event giving rise to the grievance.

2. Second Step.

If the grievance cannot be resolved informally, the aggrieved employee shall file the grievance in writing, and at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the contract allegedly violated, and shall state the remedy requested. The filing of the formal, written grievance at the second step must be within seven (7) school days from the date of the Step 1 informal discussion. The principal shall make a decision on the grievance and communicate it in writing to the employee and the Superintendent within seven (7) school days after the meeting with the grievant.

3. Third Step.

In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved employee shall file, within seven (7) school days of the principal's written decision at the second step, a copy of the grievance with the Superintendent. Within seven (7) school days after such written grievance is filed, the aggrieved employee and the Superintendent or his/her designee shall meet to resolve the grievance. The Superintendent or his/her designee shall file an answer within seven (7) school days of the third-step grievance meeting and communicate it in writing to the grievant and to the principal.

4. Fourth Step.

If the grievant is not satisfied with the disposition of the grievance by the Superintendent, the grievant and the Association shall meet within seven (7) school days after receipt of the Superintendent's decision on the grievance to discuss the merits of submitting the grievance to arbitration. If the Association determines the grievance is meritorious, the Association, with the employee's approval, may submit the grievance to arbitration within seven (7) school days after receipt of the Superintendent's decision by submitting a request for a list of arbitrators to the American Arbitration Association. The parties will be bound by the rules and procedures of the American Arbitration Association.

The arbitrator selected will confer with the representatives of the Board and the Association and hold hearings promptly and will issue a decision no later than thirty (30) calendar days from the date of the close of the hearings, or if oral hearing has been waived, then from the date the final statements and proofs are submitted. The arbitrator's decision will be in writing and will set forth his/her findings of fact, reasoning, and conclusions on the issues submitted.

The arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the provisions of this Agreement. His/her power is limited to construing the language in this Agreement.

The costs for the services of the arbitrator, including per diem expenses, if any, travel, and subsistence expenses, and the cost of any hearing room, will be borne equally by the Board and the Association. All other costs will be borne by the party incurring them.

A form to be used for the Grievance Procedure is attached.

- F. Choice of Forum. If the Association or any employee files any claim or complaint in any forum other than under the grievance procedure of this Agreement, then the School District shall not be required to process the same claim or set of facts through the grievance procedure.
- G. Meetings and Hearings. All meetings and hearings under this procedure shall be conducted in private and shall include only witnesses, the parties in interest and representatives.

ARTICLE IV **INSURANCE**

- A. Group Health Insurance. The District shall contribute up to \$300 per month towards payment for single or family health insurance for eligible full-time employees (contracted to work 40 hours per week) who elect the District's group health insurance coverage, with covered employees and the District to contribute equally toward family health premiums which exceed this amount. For eligible part-time employees contracted to work at least twenty (20) hours per week, the District shall pay the proportion of such premiums equal to the full-time equivalency of the employee. The balance of any premiums due shall be deducted from the employees' salaries. The Association and District have adopted preauthorization and preferred provider option (PPO). If a married couple is employed by the District, the couple may each apply up to \$300.00 per month towards the family premium.
- B. Group Disability Insurance. The District shall pay the full premium per month for eligible employees contracted to work at least twenty (20) hours per week for the District's group long-term disability coverage.
- C. Group Dental Insurance. The District shall pay the full single premium for eligible full-time employees (contracted to work 40 hours per week) who elect the District's group dental insurance coverage. For eligible part-time employees contracted to work at least twenty (20) hours per week, the District shall pay the proportion of such amount equal to the full-time equivalency of the employee. The balance of any premiums due, or the premiums for dependent coverage if elected excluding the single rate, shall be deducted from the employees' salaries. If a married couple is employed at Pleasantville Schools then "each employee shall be awarded the single dental insurance premiums to be applied to the cost of family dental".
- D. Group Vision Insurance. The District shall pay the full single premium for eligible full-time employees (contracted to work 40 hours per week) who elect the District's group vision insurance coverage. For eligible part-time employees contracted to work at least (20) hours per week, the District shall pay the proportion of such amount equal to the full-time equivalency of the employee. The balance of any premiums due, or the premiums for dependent coverage if elected excluding the single rate, shall be deducted from the employees' salaries. If a married couple is employed at Pleasantville Schools then "each employee shall be awarded the single vision insurance premiums to be applied to the cost of family vision".
- E. Flex Benefits. The District shall offer flex benefit options for health care reimbursement accounts and child care reimbursement accounts. The District shall pay the administrative costs associated with these plans. Contributions to these plans is the sole responsibility of the Employee.
- F. Life Insurance. The District shall pay the premium for a \$50,000 term life insurance policy for eligible fulltime employees.
- G. Eligibility. Insurance coverage shall be on such terms and conditions as set forth in the District's group plans. Employees must meet the eligibility requirements of such plans. An employee electing not to be covered by the District's group plan later wishing to enroll must meet such eligibility requirements.
- H. Duration. The District's contributions to insurance shall commence within thirty (30) days of commencing employment and shall terminate on the last day of the calendar month in which the employee terminates employment or has employment terminated, unless such termination occurs at the end of the school year, in which case, the above stated District contributions to insurance shall terminate on August 31.
- I. Selection of Carriers. All insurance carriers shall be selected by the Board.

ARTICLE V
SICK LEAVE

- A. Accumulation Benefits. Employees shall be granted paid sick leave for personal illness or injury in the following amounts:

1 st year of employment	10 days
2 nd year of employment	11 days
3 rd year of employment	12 days
4 th year of employment	13 days
5 th year of employment	14 days
6 th and subsequent years of employment	15 days

The above amounts shall apply to consecutive years of employment in the District. Unused sick leave days may be accumulated and carried forward to subsequent years. A maximum of one hundred ten (110) days may be accumulated. Sick leave days shall be taken in one-half or full day increments. Notice of unused accumulated sick leave shall be given to each employee at the end of each school year. All certified employees with an accumulation of 110 days of sick leave shall have an additional fifteen (15) days for use during the current year, but the maximum to carry over shall revert to one hundred ten (110) days as of June 30 each year.

- B. Workers' Compensation. If an employee qualifies for workers' compensation benefits, the employee may elect to have the employer supplement the benefits up to the employee's regular rate of pay by giving written notice of such election within seven (7) calendar days of receipt of the notice of the right to make such an election. If the employee elects to supplement benefits, a full day of sick leave shall be deducted for each day of absence until the employee has exhausted his/her accumulated sick leave days, at which time supplementation shall cease. If the employee does not elect to supplement benefits, the employee's accumulated sick leave shall be reduced in proportion of the amount of the workers' compensation benefits to the employee's regular rate of pay.
- C. Extended Sick Leave. An employee who is unable to work because of personal illness or disability and who has exhausted all accumulated sick leave shall be granted an unpaid leave of absence for the balance of the school year in which sick leave is exhausted. The employer shall continue to make contributions to group health insurance for the employee for the month in which sick leave is exhausted plus one (1) additional month.
- D. Maternity Leave. Employees are entitled to use accumulated sick leave during the time of medical disability due to pregnancy and recovery there from.
- E. Verification. The employer may require written verification of the employee's attending physician to substantiate a claim for sick leave. The employer may require written verification of the employee's ability to perform duties from the employee's attending physician.

ARTICLE VI
TEMPORARY LEAVES OF ABSENCE

- A. Personal. Each employee shall be credited with two (2) personal days per year and allow employees to carry over up to three (3) days per year to a maximum accumulation of five (5) days. An employee planning to use a personal day shall notify his/her principal at least one (1) week in advance, except in case of emergency. Personal leave days may not be taken during the first two weeks or last two weeks of the school year nor on a day immediately before or after a holiday or recess period, nor on an in-service day, except for an emergency and with approval of the principal. The sub rate of pay for unused personal leave days will be in the June check.
- B. Bereavement. An employee shall be granted up to five (5) days of paid leave upon the death of the employee's spouse, child, or parent. An employee shall be granted up to three (3) days of paid leave upon the death of the employee's parent-in-law, brother, sister, son-in-law or daughter-in-law. An employee shall be granted up to two (2) days of paid leave upon the death of the employee's grandparent, grandchild, brother-in-law or sister-in-law. The employer may grant up to one (1) day of paid leave for the death of another relative or close friend.
- C. Serious Family Illness. A paid leave of not more than five (5) days per year will be granted when members of the employee's immediate family are hospitalized or critically ill, and such hospitalization or illness is of an emergency nature requiring the immediate presence of the employee during the working day. "Immediate family" shall include a parent, spouse, child, brother, sister, parent-in-law, child-in-law, brother-in-law, sister-in-law, grandchild, or grandparent. The administration may require verification of the illness.
- D. Association. Up to two (2) days shall be available for two (2) delegates to attend ISEA or NEA conventions with the costs of the substitutes to be paid by the Association.
- E. Professional. An employee may be granted professional leave days mutually agreed upon between principal and employee.
- F. Jury Duty. An employee who is called for jury service shall be permitted to be absent from duties without loss of pay provided the employee notifies the principal at least five (5) calendar days prior to service. Pay received for jury duty, except mileage reimbursements, shall be remitted to the District. An employee not required to perform jury duty all day shall return to work.
- G. Military. Military leave shall be granted in accordance with federal and state law.
- H. Good Cause. Other temporary leaves of absence with or without pay may be granted in writing by the principal for good reason. The granting or denial of such a leave shall not be subject to the grievance procedure.

ARTICLE VII
WAGES AND SALARIES

- A. Schedule. The salary of each employee covered by the regular salary schedule is set forth in the Salary Schedule, which is attached hereto and made part thereof.
- B. Placement on Regular Salary Schedule. Upon initial employment, new employees may be given credit up to the number of years of previous teaching experience at a duly accredited school. A year of teaching experience consists of employment for a minimum of ninety (90) days in one school year; experience as a day-to-day substitute shall not be credited as experience on the salary schedule. Credit in excess of the number of teaching years experience, not to exceed seven (7) years, may be given to an employee upon initial employment if the Board determines such credit is necessary to hire the employee.
- C. Advancement on the Salary Schedule.

1. Increments.

Employees on the regular salary schedule shall be granted one increment or vertical step on the schedule for each year of service until the maximum for their educational classification is reached.

A year of service consists of employment in the Pleasantville District for ninety (90) consecutive teaching days (including paid leaves of absence) or more in one school year.

The Board reserves the right to advance a meritorious teacher on the schedule. However, any such advancement cannot be more than two steps in any one year. Furthermore, no merit increase can be given unless the employee has three years of experience in the Pleasantville system.

Longevity compensation shall be as follows: \$325.00 the second year for people above the last step, \$575.00 for third year above the last step and each year after.

2. Education Lanes.

Employees on the regular salary schedule who move from one educational lane shall move to the eligible step on the higher lane; however, an employee shall not move more than one (1) step in a year. For an employee to advance from one lane to another, the employee shall receive approval from the superintendent and shall file suitable evidence of additional educational credit with the superintendent no later than September 5th. Two (2) of the twelve (12) required credits for a lane change may be AEA credits.

D. Pay Periods.

1. Except as provided below, each employee shall be paid in twelve (12) equal installments on the twentieth (20th) of each month. Employees shall receive their checks at their regular buildings and on regular school days unless otherwise designated by the employee and approved by the Superintendent.
2. When a pay date falls on or during a school holiday, vacation or weekend, employees shall receive their pay checks on the last previous working day.
3. Employees who are new in the teaching profession may, at their option, elect to receive up to 25% of the first regular salary installment after completion of the first ten (10) work days of employment.
4. Summer checks, other than for summer school teachers, shall be mailed to the address designated by the employee.

E. Salary Supplements.

The District shall distribute funds received by the District pursuant to 29A, Code of Iowa as follows:

1. Phase I. Regardless of the amounts set forth in the Regular Salary Schedule, full-time eligible employees shall be paid the minimum annual salary specified by law. Regular part-time employees shall receive a pro-rated amount.

Full-time eligible employees shall receive Phase I "excess" dollars, after appropriate deductions, according to the index of the regular salary schedule. Regular part-time employees shall receive a pro-rated amount.

2. Phase II. Full-time eligible employees not eligible to receive Phase I minimum salary payments shall receive Phase II salary supplements in amounts determined by allocating the District's Phase II payments, after deduction for FICA and IPERS, according to the index of the regular salary schedule. Regular part-time employees shall receive a pro-rated amount. Provided, however, an employee receiving a Phase I salary supplement will receive Phase II salary supplements equal to the difference between the amount from the Phase II allocation he/she would have received and the Phase I salary supplement paid to that employee.

The eligibility of employees to receive Phase I and Phase II payments and the amounts of such payments shall be determined as of September 5th and shall be paid in twelve (12) equal installments. Salary supplements shall be reduced for each day of unpaid leave in the same manner as regular compensation is reduced. Phase II salary supplements shall not be paid or Phase II or regular salary shall be adjusted if Phase II payments are not made to the District or are not made in the amount expected.

- F. Load. Employees will be assigned to no more than six student contact periods plus one supervision period.
- G. Extra Duty. Teachers will be paid \$30.00 for each “extra” duty assigned and performed beyond their first duty each year. Each teacher assigned must first carry out one assigned duty during the year prior to qualifying for pay – and prior to a substitute being paid for their duty.

Extra duties include supervising pep buses outside of the regular school day, selling tickets at athletic events outside of the regular school day, and supervising at athletic events outside of the regular school day.

- H. Teacher Compensation. Compensate teachers \$15.00 per class period for substituting during a class period if mutually agreed upon by the teacher and the principal.

ARTICLE VIII
EVALUATION PROCEDURES

- A. Orientation. Within four (4) weeks after the beginning of each school year, employees shall be acquainted by a member of the administrative staff with the formal evaluation procedures to be observed. Changes in the evaluation instrument will be made only after the Association has been notified of proposed changes and has been given at least fourteen (14) calendar days to make suggestions.
- B. Number. The performance of all employees will be formally evaluated a minimum of one (1) time every three school years and also as deemed practical and necessary by the Administration. Probationary teachers (first and second-year teachers) will be evaluated a minimum of one (1) time each year.
- C. Written Evaluation. Formal evaluations shall be reduced to writing and a copy of the evaluation given to the employee within (7) working days of the completion of the formal observations. The employee may submit a written response to the employee's evaluator pointing out where the evaluation is unfair, unjust, or inaccurate. The response shall be made within seven (7) days of receipt of the evaluation and shall be attached to the file copy of the employee's evaluation. The employee shall sign the written evaluation. However, such signature shall only indicate the employee's awareness of the evaluation and shall not be interpreted to mean agreement with the evaluation.
- D. Nonexclusive. The above provisions deal with but a single method of employee evaluation, i.e., formal evaluation of classroom teaching performance. Nothing in this Article is to be construed as precluding evaluation of employees by any other means as long as the same is directly connected to employment duties.
- E. Complaints. Complaints directed toward an employee which are to be placed in the employee's personnel file shall be called to the employee's attention no later than seven (7) working days after the complaints are placed in the file. The employee has the right to respond in writing within seven (7) working days after the complaints are placed in the file. The employee has the right to respond in writing within seven (7) working days of receipt of the complaint and to have such written response placed in his/her personnel file.
- F. Personnel Files. Employees shall have the right to review and copy formal written evaluations and written complaints and responses contained in their personnel files.

ARTICLE IX
REDUCTION OF STAFF

- A. Procedures. When the employer determines a reduction in staff is necessary, the following procedures shall be used:
1. The employer shall attempt to accomplish reduction through attrition within the classification where reduction is being made, unless the employer determines a program cannot be maintained.
 2. In the event the employer determines reduction in staff cannot be adequately accomplished under Paragraph (A) (1), the employer shall reduce those employees serving within the classification where reduction is being made who have completed less than two (2) continuous years of professional service from the last date of hire with the District, unless the employer determines a program cannot be maintained. In the event more than one employee within the classification where reduction is being made has completed less than two (2) continuous years of professional service, the employer shall have the discretion to determine who shall be reduced.
 3. In the event the employer determines reduction in staff cannot be adequately accomplished under Paragraphs (A) (1) and (A) (2), the employer shall select for reduction from those employees serving within the classification where reduction is being made, giving consideration to the following criteria: certification and approvals, academic training, evaluations, assignment to extra-curricular activities, length of continuous professional employment in the District, total years of professional experience, and needs of the District.
 4. The phrase "a program cannot be maintained" shall mean (a) that other employees serving within the classification where reduction is to be made are not fully certified, approved, and/or endorsed to teach the remaining assignments in the classification; or (b) that a part-time reduction of the employee would leave the employee with a part-time position in another classification which other employees in the District are not available to teach; or (c) that another employee in the District is not fully certified or available for an extra-curricular assignment which the employee to be reduced also is assigned to handle.

B. Classifications: Reduction shall be made within the following classifications:

1. Grades Pre-Kindergarten – 6 Regular Classroom, TAG, and Remedial
2. Grades K-6 Physical Education
3. Grades K-6 Art
4. Grades K-6 Music
5. Grades K-6 Special Education
6. Grades K-6 Guidance
7. Grades K-6 Library
8. Grades K-6 Chapter I
9. Grades 7-12 Mathematics
10. Grades 7 -12 Science
11. Grades 7 -12 Social Studies, At-Risk
12. Grades 7 -12 Language Arts
13. Grades 7 -12 Business
14. Grades 7 -12 Home Economics
15. Grades 7 -12 Industrial Arts
16. Grades 7 -12 Vocational Agriculture
17. Grades 7 -12 Music
18. Grades 7 -12 Art
19. Grades 7 -12 Physical Education
20. Grades 7 -12 Guidance
21. Grades 7 -12 Library
22. Grades 7 -12 Special Education
23. Grades 7 -12 Foreign Language
24. Nurse
25. Other

C. Nongrievable. No matter concerning the staff reduction of an employee who has completed less than two (2) continuous years of service with the District or of an employee hired to replace a person on leave of absence shall be subject to the grievance procedure.

If the At-Risk Coordinator is hired from within the district, they will remain with their classification prior to this position in regard to reduction.

ARTICLE X TRANSFERS

- A. Definition. The assignment of an employee to a different job classification, grade level, subject area, or building shall be considered a transfer.
- B. Voluntary Transfer Procedure
1. Notification of Vacancies (Posting)
 - a. The administration shall post in all school building a list of the vacancies which occur during the school year and/or for the following school year as soon as the Board has taken action to accept a resignation or to accept a resignation or to create a new position. Such notice shall be posted for five (5) school days and shall contain the date of posting and the final date on which applications will be accepted. During the summer recess, employees desiring copies of vacancy postings shall leave their names and addresses with the principal.
 - b. A vacancy shall be defined as that position that will remain unfilled after the Board has exercised its right of transfer and reassignment.
 2. Selection Procedure
 - a. Employees possessing the necessary qualifications may apply for consideration for any posted vacancy. Such application must be in writing and delivered to the superintendent by the date specified on the posting. An application must be made each time an opportunity is posted, and applications shall not carry over from one opportunity to transfer to another. An employee who has applied for a vacancy will be granted an interview for the position. Any employee denied a position to which he/she has requested a transfer shall be advised of the decision as soon as it is made.
 - b. During or after the posting period, the Board may advertise for and/or employ a person from outside of the bargaining unit or district.
- C. Involuntary Transfer Procedures. Changes in assignment, based on the needs of the district, may be made by the Administration at any time. However, unless an emergency exists, thirty (30) days prior notice shall be given before the transfer is effective. An involuntary transfer shall be made only after a meeting between the affected employee and the administration, at which time the employee shall have the opportunity to discuss the transfer. Any employee involuntarily transferred will be given a statement of specific reasons for the transfer. An involuntary transfer will not result in a reduction in pay or benefits. An involuntary transfer shall not be made for arbitrary and capricious reasons.
- D. Criteria: The following criteria will be considered in voluntary transfer situations involving more than one employee: certification and approvals, academic training, evaluations, length of continuous professional employment in the District, total years of professional experience, and the needs of the District

All cases of transfer shall be at the sole discretion of the superintendent.

ARTICLE XI
SEPARABILITY AND DURATION

Separability.

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law and the Board and the Association shall enter into immediate negotiations to replace said provision. All other provisions or applications shall in full force and effect.

Duration Period

This Agreement shall be effective as of August 19, 2004, and shall continue in effect until August 18, 2007.

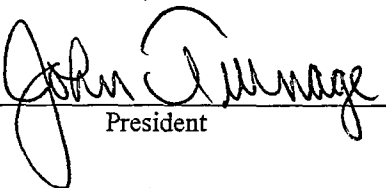
Vocational Agriculture personnel shall be July 1, 2004 to June 30, 2005.


Signature Clauses


In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures placed hereon, all on the 19th day of August, 2004.

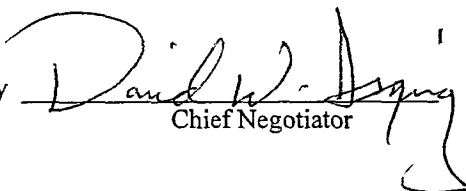
**PLEASANTVILLE
EDUCATION ASSOCIATION**

**PLEASANTVILLE COMMUNITY
SCHOOL DISTRICT BOARD OF DIRECTORS**

By 
President

By 
President

By 
Chief Negotiator

By 
Chief Negotiator

EXTRA-CURRICULAR ACTIVITIES INDEX

Experience in extra-curricular programs shall be recognized for continuous service in the same position. The percentage shall be increased by one half (1/2%) a year for a total of five (5) years. After five (5) years experience, the coach/sponsor will continue to be paid two and one half percent (2 ½%) more than the base salary for that extra-curricular activity. New coaches/sponsors will be credited with all prior experience at the same level or a higher level in that activity in the District or in another accredited district.

[illegible]

Pleasantville Community School District
Teacher's Salary Schedule - Extra-Curricular
Fiscal Year 2003-04
Base : \$ 23,000.00

	14.5%	15.0%	15.5%	16.0%	16.5%	17.0%
Band Director	\$ 3,335.00	\$ 3,450.00	\$ 3,565.00	\$ 3,680.00	\$ 3,795.00	\$ 3,910.00
Activities Director	\$ 3,335.00	\$ 3,450.00	\$ 3,565.00	\$ 3,680.00	\$ 3,795.00	\$ 3,910.00
	12.0%	12.5%	13.0%	13.5%	14.0%	14.5%
Head Football	\$ 2,760.00	\$ 2,875.00	\$ 2,990.00	\$ 3,105.00	\$ 3,220.00	\$ 3,335.00
Head Boys Basketball	\$ 2,760.00	\$ 2,875.00	\$ 2,990.00	\$ 3,105.00	\$ 3,220.00	\$ 3,335.00
Head Girls Basketball	\$ 2,760.00	\$ 2,875.00	\$ 2,990.00	\$ 3,105.00	\$ 3,220.00	\$ 3,335.00
Head Wrestling	\$ 2,760.00	\$ 2,875.00	\$ 2,990.00	\$ 3,105.00	\$ 3,220.00	\$ 3,335.00
Head Baseball	\$ 2,760.00	\$ 2,875.00	\$ 2,990.00	\$ 3,105.00	\$ 3,220.00	\$ 3,335.00
Head Softball	\$ 2,760.00	\$ 2,875.00	\$ 2,990.00	\$ 3,105.00	\$ 3,220.00	\$ 3,335.00
	10.0%	10.5%	11.0%	11.5%	12.0%	12.5%
Football Offensive Coord	\$ 2,300.00	\$ 2,415.00	\$ 2,530.00	\$ 2,645.00	\$ 2,760.00	\$ 2,875.00
Football Defensive Coord	\$ 2,300.00	\$ 2,415.00	\$ 2,530.00	\$ 2,645.00	\$ 2,760.00	\$ 2,875.00
	9.0%	9.5%	10.0%	10.5%	11.0%	11.5%
Assistant Football	\$ 2,070.00	\$ 2,185.00	\$ 2,300.00	\$ 2,415.00	\$ 2,530.00	\$ 2,645.00
Assistant Boys Basketball	\$ 2,070.00	\$ 2,185.00	\$ 2,300.00	\$ 2,415.00	\$ 2,530.00	\$ 2,645.00
Assistant Girls Basketball	\$ 2,070.00	\$ 2,185.00	\$ 2,300.00	\$ 2,415.00	\$ 2,530.00	\$ 2,645.00
Assistant Wrestling	\$ 2,070.00	\$ 2,185.00	\$ 2,300.00	\$ 2,415.00	\$ 2,530.00	\$ 2,645.00
Assistant Baseball	\$ 2,070.00	\$ 2,185.00	\$ 2,300.00	\$ 2,415.00	\$ 2,530.00	\$ 2,645.00
Assistant Softball	\$ 2,070.00	\$ 2,185.00	\$ 2,300.00	\$ 2,415.00	\$ 2,530.00	\$ 2,645.00
Head Boys Track	\$ 2,070.00	\$ 2,185.00	\$ 2,300.00	\$ 2,415.00	\$ 2,530.00	\$ 2,645.00
Head Girls Track	\$ 2,070.00	\$ 2,185.00	\$ 2,300.00	\$ 2,415.00	\$ 2,530.00	\$ 2,645.00
Head Volleyball	\$ 2,070.00	\$ 2,185.00	\$ 2,300.00	\$ 2,415.00	\$ 2,530.00	\$ 2,645.00
	8.5%	9.0%	9.5%	10.0%	10.5%	11.0%
Head Boys Golf	\$ 1,955.00	\$ 2,070.00	\$ 2,185.00	\$ 2,300.00	\$ 2,415.00	\$ 2,530.00
Head Girls Golf	\$ 1,955.00	\$ 2,070.00	\$ 2,185.00	\$ 2,300.00	\$ 2,415.00	\$ 2,530.00
Vocal	\$ 1,955.00	\$ 2,070.00	\$ 2,185.00	\$ 2,300.00	\$ 2,415.00	\$ 2,530.00
	8.0%	8.5%	9.0%	9.5%	10.0%	10.5%
Drill Team	\$ 1,840.00	\$ 1,955.00	\$ 2,070.00	\$ 2,185.00	\$ 2,300.00	\$ 2,415.00
	7.0%	7.5%	8.0%	8.5%	9.0%	9.5%
Assistant Boys Track	\$ 1,610.00	\$ 1,725.00	\$ 1,840.00	\$ 1,955.00	\$ 2,070.00	\$ 2,185.00
Assistant Girls Track	\$ 1,610.00	\$ 1,725.00	\$ 1,840.00	\$ 1,955.00	\$ 2,070.00	\$ 2,185.00
Head Jr. High Wrestling	\$ 1,610.00	\$ 1,725.00	\$ 1,840.00	\$ 1,955.00	\$ 2,070.00	\$ 2,185.00
Head Jr. High Football	\$ 1,610.00	\$ 1,725.00	\$ 1,840.00	\$ 1,955.00	\$ 2,070.00	\$ 2,185.00
Head Jr. High Boys Basketball	\$ 1,610.00	\$ 1,725.00	\$ 1,840.00	\$ 1,955.00	\$ 2,070.00	\$ 2,185.00
Head Jr. High Girls Basketball	\$ 1,610.00	\$ 1,725.00	\$ 1,840.00	\$ 1,955.00	\$ 2,070.00	\$ 2,185.00
	6.0%	6.5%	7.0%	7.5%	8.0%	8.5%
Head Jr. High Boys Track	\$ 1,380.00	\$ 1,495.00	\$ 1,610.00	\$ 1,725.00	\$ 1,840.00	\$ 1,955.00
Head Jr. High Girls Track	\$ 1,380.00	\$ 1,495.00	\$ 1,610.00	\$ 1,725.00	\$ 1,840.00	\$ 1,955.00
Head Jr. High Volleyball	\$ 1,380.00	\$ 1,495.00	\$ 1,610.00	\$ 1,725.00	\$ 1,840.00	\$ 1,955.00

Pleasantville Community School District
Teacher's Salary Schedule - Extra-Curricular
Fiscal Year 2003-04
Base : \$ 23,000.00

	5.5%	6.0%	6.5%	7.0%	7.5%	8.0%
High School Cheerleading	\$ 1,265.00	\$ 1,380.00	\$ 1,495.00	\$ 1,610.00	\$ 1,725.00	\$ 1,840.00
Elementary Band/Vocal	\$ 1,265.00	\$ 1,380.00	\$ 1,495.00	\$ 1,610.00	\$ 1,725.00	\$ 1,840.00
	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%
Head Jr. High Softball	\$ 1,150.00	\$ 1,265.00	\$ 1,380.00	\$ 1,495.00	\$ 1,610.00	\$ 1,725.00
Head Jr. High Baseball	\$ 1,150.00	\$ 1,265.00	\$ 1,380.00	\$ 1,495.00	\$ 1,610.00	\$ 1,725.00
Cross Country	\$ 1,150.00	\$ 1,265.00	\$ 1,380.00	\$ 1,495.00	\$ 1,610.00	\$ 1,725.00
Weightlifting	\$ 1,150.00	\$ 1,265.00	\$ 1,380.00	\$ 1,495.00	\$ 1,610.00	\$ 1,725.00
	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%
Asst Jr. High Boys Basketball	\$ 920.00	\$ 1,035.00	\$ 1,150.00	\$ 1,265.00	\$ 1,380.00	\$ 1,495.00
Asst Jr. High Girls Basketball	\$ 920.00	\$ 1,035.00	\$ 1,150.00	\$ 1,265.00	\$ 1,380.00	\$ 1,495.00
Asst Jr. High Wrestling	\$ 920.00	\$ 1,035.00	\$ 1,150.00	\$ 1,265.00	\$ 1,380.00	\$ 1,495.00
Asst High School Volleyball	\$ 920.00	\$ 1,035.00	\$ 1,150.00	\$ 1,265.00	\$ 1,380.00	\$ 1,495.00
	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%
Head Play	\$ 805.00	\$ 920.00	\$ 1,035.00	\$ 1,150.00	\$ 1,265.00	\$ 1,380.00
	3.0%	3.5%	4.0%	4.5%	5.0%	5.5%
Asst Jr. High Volleyball	\$ 690.00	\$ 805.00	\$ 920.00	\$ 1,035.00	\$ 1,150.00	\$ 1,265.00
Asst Jr. High Baseball	\$ 690.00	\$ 805.00	\$ 920.00	\$ 1,035.00	\$ 1,150.00	\$ 1,265.00
High School Student Council	\$ 690.00	\$ 805.00	\$ 920.00	\$ 1,035.00	\$ 1,150.00	\$ 1,265.00
Knowledge Bowl	\$ 690.00	\$ 805.00	\$ 920.00	\$ 1,035.00	\$ 1,150.00	\$ 1,265.00
Rifle Team	\$ 690.00	\$ 805.00	\$ 920.00	\$ 1,035.00	\$ 1,150.00	\$ 1,265.00
Individual Speech	\$ 690.00	\$ 805.00	\$ 920.00	\$ 1,035.00	\$ 1,150.00	\$ 1,265.00
Group Speech	\$ 690.00	\$ 805.00	\$ 920.00	\$ 1,035.00	\$ 1,150.00	\$ 1,265.00
Prom Chair	\$ 690.00	\$ 805.00	\$ 920.00	\$ 1,035.00	\$ 1,150.00	\$ 1,265.00
	2.75%	3.25%	3.75%	4.25%	4.75%	5.25%
Asst Play	\$ 632.50	\$ 747.50	\$ 862.50	\$ 977.50	\$ 1,092.50	\$ 1,207.50
	2.5%	3.0%	3.5%	4.0%	4.5%	5.0%
Jr. High Cheerleading	\$ 575.00	\$ 690.00	\$ 805.00	\$ 920.00	\$ 1,035.00	\$ 1,150.00
Yearbook	\$ 575.00	\$ 690.00	\$ 805.00	\$ 920.00	\$ 1,035.00	\$ 1,150.00
Washington DC Trip	\$ 575.00	\$ 690.00	\$ 805.00	\$ 920.00	\$ 1,035.00	\$ 1,150.00
	1.75%	2.25%	2.75%	3.25%	3.75%	4.25%
Newspaper	\$ 402.50	\$ 517.50	\$ 632.50	\$ 747.50	\$ 862.50	\$ 977.50

Pleasantville Community School District
Teacher's Salary Schedule - Extra-Curricular
Fiscal Year 2003-04
Base : \$ 23,000.00

		1.5%	2.0%	2.5%	3.0%	3.5%	4.0%
Business Club	\$ 345.00	\$ 460.00	\$ 575.00	\$ 690.00	\$ 805.00	\$ 920.00	
Drama Club	\$ 345.00	\$ 460.00	\$ 575.00	\$ 690.00	\$ 805.00	\$ 920.00	
Human Services	\$ 345.00	\$ 460.00	\$ 575.00	\$ 690.00	\$ 805.00	\$ 920.00	
Odyssey of the Mind	\$ 345.00	\$ 460.00	\$ 575.00	\$ 690.00	\$ 805.00	\$ 920.00	
Science Club	\$ 345.00	\$ 460.00	\$ 575.00	\$ 690.00	\$ 805.00	\$ 920.00	
Science Fair	\$ 345.00	\$ 460.00	\$ 575.00	\$ 690.00	\$ 805.00	\$ 920.00	
Spanish Club	\$ 345.00	\$ 460.00	\$ 575.00	\$ 690.00	\$ 805.00	\$ 920.00	
Jr. High Student Council	\$ 345.00	\$ 460.00	\$ 575.00	\$ 690.00	\$ 805.00	\$ 920.00	
		0.5%	1.0%	1.5%	2.0%	2.5%	3.0%
Elementary Newsletter	\$ 115.00	\$ 230.00	\$ 345.00	\$ 460.00	\$ 575.00	\$ 690.00	

GRIEVANCE FORM

PLEASANTVILLE COMMUNITY SCHOOL DISTRICT

A. Name of Grievant:

Step 2

A. Date Alleged Violation Occurred:

B. Section(s) of Agreement to Be Violated:

C. Date of Step 1 Conference:

D. Statement of Grievance (Facts and Reasons Leading Grievant to Believe the Agreement has been violated):

E. Remedy Sought:

Signature of Grievant

Date Filed with Principal

F. Disposition by Principal:

Signature of Principal

Date Disposition Given to Grievant

Step 3

- A. _____
Signature of Grievant Date Received by Superintendent
- B. Date of Step 3 Conference: _____
- C. Disposition by Superintendent or Designee:

Signature of Superintendent

Date Disposition Given to Grievant

Step 4
REQUEST FOR ARBITRATION

- A. _____
Signature of Association Date Received by Superintendent

IASB/ISEA 2005-06 TENTATIVE AGREEMENT SURVEY - IOWA TEACHER NEGOTIATIONS

ELECTRONIC IASB Response Form

School District: Pleasantville Community School
 Person Reporting: Robert Friday

Date of TA: 02/15/05 % New Money : 0
 Telephone Number: (515) 848-0555

Number of FTE (excluding Nurses): 54.25
 Special Education & Chapter I Teachers included? (Yes or No) Yes

All totals and subtotals should be based on reported FTE.
 Do not cost change in the number of contract days.

						Multi-Year Contracts Only		
		(A) 2004-05	(B) 2005-06	(C) \$ CHANGE	(D) % CHANGE	(E) 2006-07	(F) \$CHANGE	(G) %CHANGE
1.	Salary Schedule Cost	\$1,810,211	\$1,870,830	\$60,619	3.3%		-\$1,870,830	-100.0%
2.	Career/Longevity Pay not in #1	\$14,200	\$15,925	\$1,725			-\$15,925	
3a.	Orig. Phase I Pay not in #1 w/o F/I	\$30,139	\$30,927	\$788			-\$30,927	
3b.	\$23,000 Supp. Pay not in #1 w/o F/I			\$0			\$0	
4.	Phase II Pay not in #1 w/o F/I	\$52,457	\$50,980	-\$1,477			-\$50,980	
5.	Extended Contracts not in #1			\$0			\$0	
6.	Salary Subtotal	\$1,907,007	\$1,968,662	\$61,655	3.2%	\$0	-\$1,968,662	-100.0%
7.	Extra-Curricular/Supplemental Pay	\$118,496	\$123,624	\$5,127			-\$123,624	
8.	Total Salary w/ Supp.	\$2,025,504	\$2,092,286	\$66,782	3.3%	\$0	-\$2,092,286	-100.0%
9.	Health/Major Medical/Cafeteria plan	\$304,031	\$331,759	\$27,728			-\$331,759	
10.	TSA/Cash option paid by district			\$0			\$0	
11.	Dental	\$14,983	\$16,332	\$1,348			-\$16,332	
12.	Other Insurance (List Below)	\$7,990	\$9,209	\$1,219			-\$9,209	
13.	Total Insurance	\$327,005	\$357,300	\$30,295	9.3%	\$0	-\$357,300	-100.0%
14.	Total w/o FICA/IPERS	\$2,352,508	\$2,449,585	\$97,077	4.1%	\$0	-\$2,449,585	-100.0%
15.	FICA* on total salary w/ supp.	\$154,951	\$160,060	\$5,109		\$0	-\$160,060	
16.	IPERS** on total salary w/supp.	\$116,466	\$120,306	\$3,840		\$0	-\$120,306	
17.	Total with FICA/IPERS	\$2,623,926	\$2,729,952	\$106,026	4.0%	\$0	-\$2,729,952	-100.0%

*FICA is figured at 7.65%

List other insurance:

Vision, Life

**IPERS is figured at 5.75%

Supplemental Information:

18. Base number used to calculate salary schedule cells:	19. Minimum Hiring Salary for Beginning Teachers (\$23,000):	20. Does the regular salary schedule incorporate Phase II funding? (enter Y or N)	21. Regular salary schedule increments for the following years: (enter F, I, or O)
2004-05 <u>23,000.00</u>	2004-05 <u>23,000</u>	2004-05 <u>n</u>	2004-05 <u>I</u>
2005-06 <u>23,400.00</u>	2005-06 <u>23,000</u>	2005-06 <u>n</u>	2005-06 <u>I</u>
2006-07	2006-07	2006-07	2006-07

F=Flat Dollar Amount I = Indexed O = Other

Comments (Salary Schedule changes and other significant language changes):

PLEASE REPORT WITHIN 24 HOURS OF A TENTATIVE AGREEMENT. EMAIL THIS SPREADSHEET AS AN ATTACHMENT TO AKENDALL@IA-SB.ORG (IASB) AND TO EBRUMM@ISEA.ORG (ISEA). IF EMAIL IS NOT AVAILABLE: FAX to IASB AT 515-243-4992 or MAIL A COPY TO THE IOWA ASSOCIATION OF SCHOOL BOARDS, 700 SECOND AVE, STE: 100 DES MOINES, IA 50309. ALSO, EMAIL OR MAIL A COPY OF THIS FORM TO YOUR UNISERV OFFICE.